BEFORE THE BOARD OF REGISTERED NURSING DEPARTMENT OF CONSUMER AFFAIRS STATE OF CALIFORNIA

In the Matter of the Accusation Against:

IRENE EJOILE MARAH 5094 Cellini Drive Chino Hills, CA 91709

Registered Nurse License No. 463751 Nurse Practitioner License No. 14927 Public Health Nurse Certification No. 53332

Respondent

Case No. 2008-110

OAH No. L-2008010860

DECISION AND ORDER

The attached Stipulated Settlement and Disciplinary Order is hereby adopted by the Board of Registered Nursing, Department of Consumer Affairs, as it's Decision in the above entitled matter.

This Decision shall become effective on May 30, 2008.

IT IS SO ORDERED April 30, 2008.

President

Board of Registered Nursing Department of Consumer Affairs

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1 2	EDMUND G. BROWN JR., Attorney General of the State of California	
3	GREGORY J. SALUTE Supervising Deputy Attorney General BRIAN G. WALSH, State Bar No. 207621	
4	Deputy Attorney General 300 So. Spring Street, Suite 1702	
5	Los Angeles, CA 90013 Telephone: (213) 897-2535	
6	Facsimile: (213) 897-2804	
7.	Attorneys for Complainant	
8	BEFORE THE	
9	STATE OF CALIFORNIA	
10		
11	In the Matter of the Accusation Against:	Case No. 2008-110
12	IRENE EJOILE MARAH 5094 Cellini Drive	OAH No. L-2008010860
13	Chino Hills, CA 91709 Registered Nurse License No. RN 463751	STIPULATED SETTLEMENT AND DISCIPLINARY ORDER
14	Nurse Practitioner Certification No. NP 14927 Public Health Nurse Certification No. PHN	DISCH BINART ORDER
15	53332	
16	Respondent.	
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18	IT IS HEREBY STIPULATED AND AGREED by and between the parties to the	
19	above-entitled proceedings that the following matters	s are true:
20	<u>PARTIES</u>	
21	1. Ruth Ann Terry, M.P.H., R.N. (Complainant) is the Executive Officer of	
22	the Board of Registered Nursing (Board). She brought this action solely in her official capacity	
23	and is represented in this matter by Edmund G. Brown Jr., Attorney General of the State of	
24	California, by Brian G. Walsh, Deputy Attorney General.	
25	2. Respondent Irene Ejoile Marah (Respondent) is represented in this	
26	proceeding by attorney Mary Work, whose address is 1334 Park View Avenue, Suite 100,	
27	Manhattan Beach, CA 90266.	
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RESPONDENT'S LICENSE HISTORY

- 3. On or about March 31, 1991, the Board issued Registered Nurse License No. RN 463751 to Respondent. The Registered Nurse License was in full force and effect at all times relevant to the charges brought in Accusation No. 2008-110 and will expire on April 30, 2009, unless renewed.
- 4. Additionally, on or about February 14, 1995, the Board issued Public Health Nurse Certification No. PHN 53332 to Respondent.
- 5. Finally, on or about June 24, 2004, the Board issued Nurse Practitioner Certification No. NP 14927 to Respondent.

JURISDICTION

6. Accusation No. 2008-110 was filed before the Board on September 22, 2007, and is currently pending against Respondent. The Accusation and all other statutorily required documents were properly served on Respondent on November 8, 2007, and Respondent timely filed her Notice of Defense contesting the Accusation. A copy of Accusation No. 2008-110 is attached as exhibit A and incorporated herein by reference.

ADVISEMENT AND WAIVERS

- 7. Respondent has carefully read, fully discussed with counsel, and understands the charges and allegations in Accusation No. 2008-110. Respondent has also carefully read, fully discussed with counsel, and understands the effects of this Stipulated Settlement and Disciplinary Order.
- 8. Respondent is fully aware of her legal rights in this matter, including the right to a hearing on the charges and allegations in the Accusation; the right to be represented by counsel at her own expense; the right to confront and cross-examine the witnesses against her; the right to present evidence and to testify on her own behalf; the right to the issuance of subpoenas to compel the attendance of witnesses and the production of documents; the right to reconsideration and court review of an adverse decision; and all other rights accorded by the California Administrative Procedure Act and other applicable laws.

9. Respondent voluntarily, knowingly, and intelligently waives and gives up each and every right set forth above.

CULPABILITY

- 10. Respondent admits the truth of each and every charge and allegation in Accusation No. 2008-110.
- 11. Respondent agrees that her Registered Nurse License is subject to discipline and she agrees to be bound by the Board 's imposition of discipline as set forth in the Disciplinary Order below.

CIRCUMSTANCES IN MITIGATION

12. Respondent Irene Ejoile Marah has never been the subject of any prior disciplinary action, and she is admitting responsibility at an early stage in the proceedings. During settlement negotiations, she also provided the following documentary mitigation evidence for the Board's consideration: (1) a copy of her resume, detailing her employment history and professional accomplishments; (2) documentation of her advanced professional qualifications; (3) a professional letter of recommendation from the Charge Nurse of the Community Hospital of San Bernardino; and (4) and a professional letter of recommendation from a former nursing colleague at St. Francis Medical Center in Lynwood, California.

CONTINGENCY

Respondent understands and agrees that counsel for Complainant and the staff of the Board of Registered Nursing may communicate directly with the Board regarding this stipulation and settlement, without notice to or participation by Respondent or her counsel. By signing the stipulation, Respondent understands and agrees that she may not withdraw her agreement or seek to rescind the stipulation prior to the time the Board considers and acts upon it. If the Board fails to adopt this stipulation as its Decision and Order, the Stipulated Settlement and Disciplinary Order shall be of no force or effect. Except for this paragraph, it shall be inadmissible in any legal action between the parties, and the Board shall not be disqualified from further action by having considered this matter.

 14. The parties understand and agree that facsimile copies of this Stipulated Settlement and Disciplinary Order, including facsimile signatures thereto, shall have the same force and effect as the originals.

15. In consideration of the foregoing admissions and stipulations, the parties agree that the Board may, without further notice or formal proceeding, issue and enter the following Disciplinary Order:

DISCIPLINARY ORDER

IT IS HEREBY ORDERED that the following licenses are revoked:
(1) Registered Nurse License No. RN 463751, issued to Respondent; (2) Nurse Practitioner

Certification No. NP 14927, issued to Respondent; and (3) Public Health Nurse Certification No. PHN 53332 to Respondent. However, the revocations are stayed, and Respondent is placed on probation for three (3) years with the following terms and conditions.

Severability Clause. Each condition of probation contained herein is a separate and distinct condition. If any condition of this Order, or any application thereof, is declared unenforceable in whole, in part, or to any extent, the remainder of this Order, and all other applications thereof, shall not be affected. Each condition of this Order shall separately be valid and enforceable to the fullest extent permitted by law.

- 1. **Obey All Laws.** Respondent shall obey all federal, state and local laws. A full and detailed account of any and all violations of law shall be reported by Respondent to the Board in writing within seventy-two (72) hours of occurrence. To permit monitoring of compliance with this condition, Respondent shall submit completed fingerprint forms and fingerprint fees within 45 days of the effective date of the decision, unless previously submitted as part of the licensure application process.
- 2. Comply with the Board's Probation Program. Respondent shall fully comply with the conditions of the Probation Program established by the Board and cooperate with representatives of the Board in its monitoring and investigation of the Respondent's compliance with the Board's Probation Program. Respondent shall inform the Board in writing within no more than 15 days of any address change and shall at all times maintain an active,

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current license status with the Board, including during any period of suspension. Upon successful completion of probation, Respondent's license shall be fully restored.

- 3. **Report in Person.** During the period of probation, Respondent shall appear in person at interviews and/or meetings as directed by the Board or its designated representatives.
- 4. Residency, Practice, or Licensure Outside of State. Periods of residency or practice as a registered nurse outside of California shall not apply toward a reduction of this probation time period. Respondent's probation is tolled, if and when she resides outside of California. Respondent must provide written notice to the Board within 15 days of any change of residency or practice outside the state, and within 30 days prior to re-establishing residency or returning to practice in this state.

Respondent shall provide a list of all states and territories where she has ever been licensed as a registered nurse, vocational nurse, or practical nurse. Respondent shall further provide information regarding the status of each license and any changes in such license status during the term of probation. Respondent shall inform the Board if she applies for or obtains a new nursing license during the term of probation.

5. **Submit Written Reports.** During the period of probation, Respondent shall submit or cause to be submitted such written reports, declarations, and verification of actions under penalty of perjury, as required by the Board. These reports/declarations shall contain statements relative to Respondent's compliance with all the conditions of the Board's Probation Program. Respondent shall immediately execute all release of information forms as may be required by the Board or its representatives.

Respondent shall provide a copy of this Decision to the nursing regulatory agency in every state and territory in which she has a registered nurse license.

6. **Function as a Registered Nurse.** During the period of probation, Respondent shall engage in the practice of registered nursing in California for a minimum of 24 hours per week for 6 consecutive months or as determined by the Board.

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For purposes of compliance with the section, "engage in the practice of registered nursing" may include, when approved by the Board, volunteer work as a registered nurse, or work in any non-direct patient care position that requires licensure as a registered nurse.

The Board may require that advanced practice nurses engage in advanced practice nursing for a minimum of 24 hours per week for 6 consecutive months or as determined by the Board.

If Respondent has not complied with this condition during the probationary term, and Respondent has presented sufficient documentation of her good faith efforts to comply with this condition, and if no other conditions have been violated, the Board, in its discretion, may grant an extension of Respondent's probation period up to one year without further hearing in order to comply with this condition. During the one year extension, all original conditions of probation shall apply.

7. **Employment Approval and Reporting Requirements.** Respondent's current employment as a Registered Nurse in labor and delivery at the Community Hospital of San Bernardino, California is approved. However, Respondent shall obtain prior approval from the Board before commencing any other employment, paid or voluntary, as a registered nurse. Respondent shall cause to be submitted to the Board all performance evaluations and other employment related reports as a registered nurse upon request of the Board.

Respondent shall provide a copy of this Decision to her employer and immediate supervisors prior to commencement of any nursing or other health care related employment.

In addition to the above, Respondent shall notify the Board in writing within seventy-two (72) hours after she obtains any nursing or other health care related employment. Respondent shall notify the Board in writing within seventy-two (72) hours after she is terminated or separated, regardless of cause, from any nursing, or other health care related employment with a full explanation of the circumstances surrounding the termination or separation.

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8. **Supervision.** Respondent shall obtain prior approval from the Board regarding Respondent's level of supervision and/or collaboration before commencing or continuing any employment as a registered nurse, or education and training that includes patient care.

Respondent shall practice only under the direct supervision of a registered nurse in good standing (no current discipline) with the Board of Registered Nursing, unless alternative methods of supervision and/or collaboration (e.g., with an advanced practice nurse or physician) are approved.

Respondent's level of supervision and/or collaboration may include, but is not limited to the following:

- (a) Maximum The individual providing supervision and/or collaboration is present in the patient care area or in any other work setting at all times.
- (b) Moderate The individual providing supervision and/or collaboration is in the patient care unit or in any other work setting at least half the hours Respondent works.
- (c) Minimum The individual providing supervision and/or collaboration has person-to-person communication with Respondent at least twice during each shift worked.
- (d) Home Health Care If Respondent is approved to work in the home health care setting, the individual providing supervision and/or collaboration shall have person-to-person communication with Respondent as required by the Board each work day. Respondent shall maintain telephone or other telecommunication contact with the individual providing supervision and/or collaboration as required by the Board during each work day. The individual providing supervision and/or collaboration shall conduct, as required by the Board, periodic, on-site visits to patients' homes visited by Respondent with or without Respondent present.
- 9. **Employment Limitations.** Respondent shall not work for a nurse's registry, in any private duty position as a registered nurse, a temporary nurse placement agency, a traveling nurse, or for an in-house nursing pool.

Respondent shall not work for a licensed home health agency as a visiting nurse unless the registered nursing supervision and other protections for home visits have been approved by the Board. Respondent shall not work in any other registered nursing occupation where home visits are required.

Respondent shall not work in any health care setting as a supervisor of registered nurses. The Board may additionally restrict Respondent from supervising licensed vocational nurses and/or unlicensed assistive personnel on a case-by-case basis.

Respondent shall not work as a faculty member in an approved school of nursing or as an instructor in a Board approved continuing education program.

Respondent shall work only on a regularly assigned, identified and predetermined worksite(s) and shall not work in a float capacity.

If Respondent is working or intends to work in excess of 40 hours per week, the Board may request documentation to determine whether there should be restrictions on the hours of work.

10. **Complete a Nursing Course.** Respondent, at her own expense, shall enroll and successfully complete a course relevant to the practice of registered nursing no later than six months prior to the end of her probationary term.

Respondent shall obtain prior approval from the Board before enrolling in the course(s). Respondent shall submit to the Board the original transcripts or certificates of completion for the above required course(s). The Board shall return the original documents to Respondent after photocopying them for its records.

11. Cost Recovery. Respondent shall pay to the Board costs associated with its investigation and enforcement pursuant to Business and Professions Code section 125.3 in the amount of four-thousand-six-hundred-seventy dollars (\$4,670.00). Respondent shall be permitted to pay these costs in a payment plan approved by the Board, with payments to be completed no later than three months prior to the end of the probation term.

If Respondent has not complied with this condition during the probationary term, and Respondent has presented sufficient documentation of her good faith efforts to comply with

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this condition, and if no other conditions have been violated, the Board, in its discretion, may grant an extension of Respondent's probation period up to one year without further hearing in order to comply with this condition. During the one year extension, all original conditions of probation will apply.

12. **Violation of Probation.** If Respondent violates the conditions of her probation, the Board after giving Respondent notice and an opportunity to be heard, may set aside the stay order and impose the stayed revocation of Respondent's license.

If, during the period of probation, an accusation or petition to revoke probation has been filed against Respondent's license or the Attorney General's Office has been requested to prepare an accusation or petition to revoke probation against Respondent's license, the probationary period shall automatically be extended and shall not expire until the accusation or petition has been acted upon by the Board.

13. License Surrender. During Respondent's term of probation, if she ceases practicing due to retirement, health reasons or is otherwise unable to satisfy the conditions of probation, Respondent may surrender her license to the Board. The Board reserves the right to evaluate Respondent's request and to exercise its discretion whether to grant the request, or to take any other action deemed appropriate and reasonable under the circumstances, without further hearing. Upon formal acceptance of the tendered license and wall certificate, Respondent will no longer be subject to the conditions of probation.

Surrender of Respondent's license shall be considered a disciplinary action and shall become a part of Respondent's license history with the Board. A registered nurse whose license has been surrendered may petition the Board for reinstatement no sooner than the following minimum periods from the effective date of the disciplinary decision:

- (1) Two years for reinstatement of a license that was surrendered for any reason other than a mental or physical illness; or
 - (2) One year for a license surrendered for a mental or physical illness.

PAGE 01/01 9098061034 02/15/2000 11:33 223001000 ATTY GENERAL OFFICE FEB-11-2008 14:29 I have carefully read the above Stipulated Settlement and Disciplinary Order and have fully discussed it with my anomey; Mary Work. I understand the stipulation and the effect It will have on my Registered Nurse License, and Nurse Practitioner Certification, and Public 1 2 Health Nurse Certification. I enter into this Stipulated Soutement and Disciplinary Order voluntarily, knowingly, and intelligently, and agree to be bound by the Decision and Order of the 3 5 6 Board of Registered Nursing 7 9 Respondent 10 11 I have read and fully discussed with Respondent Irone Ejoile Marah the terms and 12 13 conditions and other matters contained in the above Stipulated Settlement and Disciplinary 14 Order. I approve its form and content. 15 DATED: 16 17 18 MARY WORK 19

Attorney for Respondent

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ACCEPTANCE

have fully discussed it with my attorney, Mary Work. I understand the stipulation and the effect it will have on my Registered Nurse License, and Nurse Practitioner Certification, and Public Health Nurse Certification. I enter into this Stipulated Settlement and Disciplinary Order voluntarily, knowingly, and intelligently, and agree to be bound by the Decision and Order of the Board of Registered Nursing.

DATED: _____

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IRENE EJOILE MARAH Respondent

I have read and fully discussed with Respondent Irene Ejoile Marah the terms and conditions and other matters contained in the above Stipulated Settlement and Disciplinary Order. I approve its form and content.

DATED: <u>2-/15/08</u>

MARY WORK

Attorney for Respondent

<u>ENDORSEMENT</u>

The foregoing Stipulated Settlement and Disciplinary Order is hereby respectfully submitted for consideration by the Board of Registered Nursing of the Department of Consumer Affairs.

DATED: February (, 2008

EDMUND G. BROWN JR., Attorney General of the State of California

GREGORY J. SALUTE Deputy Attorney General

BRIAN G. WALSH Deputy Attorney General

Attorneys for Complainant

DOJ Matter ID: LA2006601233 60277151.wpd

Exhibit A
Accusation No. 2008-110

1 2 3 4 5	300 So. Spring Street, Suite 1702 Los Angeles, CA 90013	
6	Telephone: (213) 897-2559 Facsimile: (213) 897-2804	
7	Attorneys for Complainant	
8	BEFORE THE BOARD OF REGISTERED NURSING DEPARTMENT OF CONSUMER AFFAIRS STATE OF CALIFORNIA	
9		
10	STATE OF CAL	AFORNIA
11	In the Matter of the Accusation Against:	Case No. 2008-110
12	IRENE EJOILE MARAH 5094 Cellini Drive	OAH No.
13	Chino Hills, CA 91709	ACCUSATION
14	Registered Nurse License No. RN 463751 Nurse Practitioner Certification No. NP 14927	
15	Public Health Nurse Certification No. PHN 53332	
16	Respondent.	
17		
18	Complainant alleges:	
19	<u>PARTIES</u>	
20	1. Ruth Ann Terry, M.P.H., R.N. (Complainant) brings this Accusation	
21	solely in her official capacity as the Executive Officer of the Board of Registered Nursing,	
22	California Department of Consumer Affairs.	
23	2. On or about March 31, 1991, t	he Board of Registered Nursing issued
24	Registered Nurse License Number RN 463751 to Irene Ejoile Marah (Respondent). The	
25	Registered Nurse License was in full force and effect at all times relevant to the charges brought	
26	herein and will expire on April 30, 2007, unless renewed.	
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28		

1	3. On or about June 24, 2004, the Board issued Nurse Practitioner		
2	Certification Number NP 14927 to Respondent. The license will expire on April 30, 2007,		
3	unless renewed.		
4	4. On or about February 14, 1995, the Board issued Public Health Nurse		
5	Certification Number PHN 53332 to Respondent. The license will expire on April 30, 2007,		
6	unless renewed.		
7	JURISDICTION		
8	5. This Accusation is brought before the Board under the authority of the		
9	following laws. All section references are to the Business and Professions Code unless		
10	otherwise stated.		
11	6. Section 2750 provides that every licensee may be disciplined.		
12	7. Section 2761 provides that the Board may take disciplinary action against		
13	a nurse for any of the following:		
14	(a) Unprofessional conduct, which includes, but is not limited to, the following:		
15	(1) Incompetence, or gross negligence in carrying out usual certified or licensed nursing functions.		
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17	(d) Violating or attempting to violate, directly or indirectly, or assisting in or abetting the violating of, or conspiring to violate any provision or term of the Nursing		
18	Practice Act or regulations adopted pursuant to it.		
19	8. California Code of Regulations, title 16, section 1442, states:		
20	"As used in Section 2761 of the code, 'gross negligence' includes an extreme departure from the standard of care which, under similar circumstances, would have ordinarily been exercised by a competent registered nurse. Such an extreme departure means the repeated failure to provide nursing care as required or failure to provide care or to exercise ordinary precaution in a single situation which the nurse knew, or should have known, could have jeopardized the client's health or life."		
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23	, , , , , , , , , , , , , , , , , , , ,		
24	9. California Code of Regulations, title 16, section 1443, states:		
25	"As used in Section 2761 of the code, 'incompetence' means the lack of possession of or the failure to exercise that degree of learning, skill, care and experience		
26	ordinarily possessed and exercised by a competent registered nurse as described in Section 1443.5."		
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